

Mississippi

Board of Nursing



Fiscal Year 2008 Annual Report

July 1, 2007 – June 30, 2008

MISSISSIPPI BOARD OF NURSING
1935 LAKELAND DRIVE, SUITE B
JACKSON, MS 39216
601.987.4188
www.msbn.state.ms.us

MESSAGE FROM DIRECTOR

In compliance with the provisions of Chapter 15, 73-15-17 et seq., *Mississippi Code of 1972, Annotated*, the Mississippi Board of Nursing hereby submits this report to Governor Haley Barbour to outline the activities of this agency for the period of July 1, 2007 through June 30, 2008.

The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2008, as authorized by law, the Board licensed qualified applicants, administered registered nurse (RN) and licensed practical nurse (LPN) licensure examinations, communicated standards of nursing practice, issued statements regarding scope of practice, consulted with individuals and agencies on nursing practice issues, and carried out disciplinary proceedings associated with violations of the Nursing Practice Law and Rules and Regulations.

Through the work of appointed Board members, a committee structure, and agency staff, the Board conducted essential and critical business, monitored trends related to nursing and took proactive steps to address the ever-changing needs of the citizens of Mississippi. The Board continues to be involved in nursing regulation on the local, state and national levels with Board and staff members selected to participate on committees related to research, discipline, examinations, advanced practice and policy development.

Nurses make important contributions toward meeting the health care needs of the people of Mississippi. In a constantly changing health care environment, the Board of Nursing diligently pursues its stated function of protecting the consumers of nursing care.

The Mississippi Board of Nursing submits the accomplishments reported herein for Fiscal Year 2008.

*Melinda E Rush, DSN, FNP
Executive Director*

BOARD MEMBERS

Board members are appointed in accordance with the Mississippi Code of 1972, Annotated, §73-15-9. The Board is composed of thirteen members including seven RNs, four LPNs, one consumer of health services, and one physician. Except for the physician and consumer representatives, members are appointed by the governor from lists of nominees submitted by Mississippi registered nurse and practical nurse organizations and/or associations. The physician is appointed by the State Board of Medical Licensure and the consumer representative is appointed by the governor. The following individuals are currently serving as Board members.

Helen Amos, LPN
Nadara Cole, Consumer Representative
Dr. Virginia Crawford, Physician Representative
Opal Ezell, LPN
Dianne Harrison-Bell, LPN
Jane Jones, RN
Merlene Myrick, RN
Emily Pharr, LPN
Debbie Ricks, RN
G. Dwayne Self, RN, CRNA
Mazie Whalen, RN
Kimberly Williams, RN, ANP
Cathy Williamson, RN, CNM

Others serving as Board members during FY 2008 included Rebecca Currie, RN; Darlene Lindsey, RN, and Rosemary Caraballo, LPN.

COMMITTEES

Board of Nursing committees are comprised of Board members and staff to assist in the assessment, planning, implementation, and evaluation of Board activities. Committee members are appointed by the president in accordance with bylaws except members of the Nominating Committee who are elected by the Board. Board committees and the purpose of each committee are as follows:

- **Compliance Committee:** Monitors and makes recommendations related to individuals whose licenses have been restricted by Board order.
- **Executive Committee:** Supervises affairs of the Board between business meetings; evaluates Board activities in terms of purpose, goals and objectives; reviews and resolves complaints relative to Board members; works with the executive director and accountant in preparing the annual budget; and presents annual and quarterly budget reports to the Board.
- **Nominating Committee:** Submits slate of names for offices to be filled at annual meeting.
- **Advanced Practice Committee:** Considers and prepares recommendations related to advanced practice nurses.
- **Nurse Practice Committee:** Responds to written inquiries regarding scope of nursing practice and considers and prepares recommendations related to the expanded role of the LPN and the CHT.

BUDGET

Nursing licenses expire on December 31 of each year with RN licenses expiring in even numbered years and LPN licenses expiring in odd numbered years. Thus, the vast majority of the Board's income is received during the renewal period from October to December of each year. Because there are approximately two-thirds more RNs than LPNs, the Board of Nursing's income in even numbered years must fund at least one and one half fiscal years.

FISCAL RENEWAL YEAR	APPROPRIATED	ACTUAL EXPENSES	RECEIPTS
FY08 – LPNs	\$ 2,301,672	\$ 2,027,958	\$ 1,953,820
FY07 – RNs	\$ 2,187,768	\$ 1,892,576	\$ 2,763,074

STAFF

ADMINISTRATION

Dr. Melinda Rush, DSN, FNP, Executive Director
Nancy Herrin, Administrative Assistant

ADVANCED PRACTICE

Dr. Linda Sullivan, DSN, FNP-BC, PNP-BC, Director
Sherron Fair, Licensing Officer

DISCIPLINARY

Brett Thompson, Esq., Director
Sharon Frazier, Paralegal
Shantannar Montgomery, Administrative Assistant

FINANCE & TECHNOLOGY

James Mack, Director
Dan Patterson, Senior Systems Administrator
Cameron Pell, Accounting Auditor

INVESTIGATIONS

Ann Ricks, RN, BSN, Director
Adelia Bush, Administrative Assistant
Shannon Cook, Investigator
Dwayne Jamison, Chief Investigator
Jane Phillips, Investigator
Sunni Sanger, Investigator

LICENSURE AND PRACTICE

Latrina Gibbs McClenton, RN, MPH, Director
DeAundra Johnson, Licensing Officer
Carolyn Owens, Licensing Officer
Gloria Perry, Licensing Officer

RECOVERING NURSE PROGRAM & COMPLIANCE

Jane Tallant, RN, MSN, Director
Tony Graham, Monitoring Counselor
Vanessa Gray, Legal Secretary
Marvia Davis Luckett, Compliance Officer
Marianne Wynn, Monitoring Counselor

LICENSURE

The Mississippi Board of Nursing assisted qualified applicants in obtaining licensure to practice nursing in Mississippi by granting licensure to RNs and LPNs in the following categories:

- Candidates who achieved a passing score on the National Council Licensure Examination (NCLEX);
- Licensees who met the qualifications for renewal of active licensure;
- Nurses who were endorsed into Mississippi from another state in which they were originally licensed;
- Nurses who applied for inactive licensure; and
- Nurses whose Mississippi licenses were reinstated following a period of lapsed, revoked, or suspended licensure.

Active Status

As of June 30, 2008, there were 37,399 RNs and 12,221 LPNs with active licensure. Active licensure means the practice of nursing as defined in Mississippi Code of 1972, Annotated, §73-15-5 (2) and (3). Table 1 indicates the number of RNs and LPNs holding active licensure for the last five years and the percentage change from each previous year.

Table 1: Active Licensees

LICENSEES	FY04	FY05	FY06	FY07	FY08
Registered Nurses	32,579	32,384	34,946	34,746	37,399
Licensed Practical Nurses	11,759	12,778	12,111	13,096	12,221
Total	44,338	45,162	47,057	47,842	49,620
Percentage Change from Previous Year	+4.6%	+1.9%	+4.2%	+1.7%	+3.7%

Inactive Status

Inactive licensure may be issued to persons not engaged in the active practice of nursing but desiring to maintain licensure. A nurse holding an inactive license is not authorized to practice in Mississippi as a RN or LPN based on that inactive status. Table 2 depicts the number of RNs and LPNs who have held inactive licensure during the last five years and the percentage change from each previous year.

Table 2: Inactive Licensees

LICENSEES	FY04	FY05	FY06	FY07	FY08
Registered Nurses	1,991	1,366	1,630	1,048	1,207
Licensed Practical Nurses	649	627	608	652	582
Total	2,640	1,993	2,238	1,700	1,789
Percentage Change from Previous Year	+20%	-24.5%	+12.3%	-23%	+5.2%

Nurse Practitioner Certification

As authorized by Mississippi Code of 1972, Annotated, §73-15-5 (2), the Board of Nursing provides for certification of nurse practitioners. Regulations are in place to facilitate implementation of the statute, including regulations jointly promulgated by the State Board of Medical Licensure and the Mississippi Board of Nursing. Table 3 depicts those nurse practitioners who were initially certified during FY 2008 and the total certified as of June 30, 2008.

Table 3: Nurse Practitioners

NURSE PRACTITIONERS	NEW In FY 2008	TOTAL As of 6/30/08
Adult	3	45
Adult Acute Care	11	63
Adult Psychiatric Mental Health	7	27
Anesthetist	53	586
Family	149	1189
Family Planning	0	4
Family Psychiatric Mental Health	11	31
Gerontological	1	11
Midwife-Certified	2	29
Neonatal	5	45
OB-GYN	0	6
Pediatric	6	36
Woman's Health Care	2	38
Total	250	2110

Expanded Role Licensed Practical Nurses Certification

The role of the LPN may be expanded by the Board under its rule-making authority to include selected procedures commensurate with required preparation and experience. Under specific Board-approved guidelines, the LPN may be certified in the expanded roles of intravenous therapy and hemodialysis. Table 4 depicts those LPNs who were initially certified during FY 2008 and the total certified as of June 30, 2008.

Table 4: Expanded Role Licensed Practical Nurse s

TYPE OF LPN EXPANDED ROLE	NEW In FY 2008	TOTAL As of 6/30/08
IV Therapy	264	2,226
Hemodialysis	34	95
IV Therapy and Hemodialysis	12	46
Total	310	2,367

Reinstatements

Reinstatement refers to the reactivation of licensure to those nurses who were previously licensed in Mississippi but whose licenses have lapsed. These individuals must apply and meet all requirements for reinstatement of a nursing license. In FY 2008, 350 RNs and 335 LPNs reinstated licensure after a period of lapsed status.

Records Maintenance

In addition to changes made during renewal time, staff members engaged in a variety of activities required to maintain the most accurate licensure files as possible. Table 5 depicts those activities performed during FY 2008.

Table 5: Records Maintenance

ACTIVITY	FY08
Name Changes	93
Address Changes	632
Licensure Certificates Issued	294
Duplicate Licenses Issued	835
Verifications (Miscellaneous)	142

Temporary Permits

Temporary Permits to practice nursing may be issued to endorsement applicants and camp nurses for a period of 90 days and nurses enrolled in reorientation programs for a period of 30 days. Table 6 depicts those permits issued during FY 2008.

Table 6: Temporary Permits

PERMITS	RNs	LPNs	TOTAL
Endorsement	458	113	571
Reorientation	6	2	8
Camp	8	0	8
Total	472	115	587

Endorsements

The Board may issue a license to practice nursing as a RN or LPN without examination to an applicant who has been duly licensed as such under the laws of another state, territory or possession of the United States, the District of Columbia, or a foreign country if the applicant meets the qualifications required of licensed RNs or LPNs in this state. The nurse must have previously achieved the passing score or scores on the licensing examination required by Mississippi at the time of his or her graduation. During FY 2008, 835 RNs and 188 LPNs were endorsed into Mississippi from other states as indicated below in Table 7.

Table 7: Endorsements into Mississippi - FY 2008

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	138	31	Nebraska	4	1
Alaska	1	0	Nevada	2	0
Arizona	3	1	New Hampshire	1	0
Arkansas	21	7	New Jersey	6	1
California	30	2	New Mexico	3	0
Colorado	7	0	New York	39	6
Connecticut	1	1	North Carolina	9	2
Delaware	0	0	North Dakota	0	0
District of Columbia	0	0	Ohio	17	3
Florida	41	7	Oklahoma	7	1
Georgia	41	8	Oregon	2	0
Hawaii	1	0	Pennsylvania	14	2
Idaho	1	0	Rhode Island	1	0
Illinois	30	9	South Carolina	5	2
Indiana	24	5	South Dakota	1	0
Iowa	8	2	Tennessee	88	10
Kansas	4	5	Texas	23	16
Kentucky	7	1	Utah	3	1
Louisiana	179	48	Vermont	4	0
Maine	1	0	Virginia	9	5
Maryland	8	0	Washington	3	0
Massachusetts	3	1	West Virginia	0	1
Michigan	12	3	Wisconsin	7	1
Minnesota	6	0	Wyoming	0	0
Missouri	19	5	Other Territories	0	0
Montana	1	0	Total	835	188

Verifications

The Board provides verification of licensure status for RNs and LPNs who are seeking licensure in other states, territories or countries. During FY 2008, the licensure status of 526 RNs and 214 LPNs was verified to other states as indicated below in Table 8.

Table 8: Verifications from Mississippi - FY 2008

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	42	21	Nebraska	0	0
Alaska	2	0	Nevada	11	3
Arizona	7	0	New Hampshire	0	0
Arkansas	7	3	New Jersey	6	1
California	71	13	New Mexico	2	0
Colorado	7	1	New York	6	1
Connecticut	0	0	North Carolina	7	0
Delaware	1	0	North Dakota	0	0
District of Columbia	3	0	Ohio	7	.3
Florida	17	1	Oklahoma	8	0
Georgia	28	15	Oregon	0	0
Hawaii	3	0	Pennsylvania	9	1
Idaho	1	0	Rhode Island	0	0
Illinois	28	7	South Carolina	5	1
Indiana	3	0	South Dakota	0	0
Iowa	0	0	Tennessee	31	13
Kansas	1	2	Texas	30	5
Kentucky	5	1	Utah	2	0
Louisiana	29	55	Vermont	0	0
Maine	0	0	Virginia	6	0
Maryland	3	0	Washington	0	0
Massachusetts	6	0	West Virginia	1	0
Michigan	15	5	Wisconsin	2	0
Minnesota	32	35	Wyoming	2	0
Missouri	0	0	Other	77	27
Montana	3	0	Total	526	214

PRACTICE

Standards of practice for RNs and LPNs in a variety of clinical and educational roles were reviewed and recommendations for implementation were made by the Board. Staff is available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards and assists the Board of Nursing investigative staff by reviewing evidence and or cases related to generally accepted standards of nursing practice.

Information and resources were studied by staff and the Nurse Practice Committee of the Board in order for decisions to be made regarding issues and questions involving nursing practice standards and scope of practice. The Board was contacted by individual nurses, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2008, 83 written responses and 1,467 verbal responses were provided to individuals having nursing practice inquiries and an additional 733 responses were provided for advanced practice nursing inquiries.

EXAMINATIONS

The Board of Nursing is responsible for evaluating the competency of persons entering the nursing profession through the administration of valid and reliable licensure examinations. The Board is a member of the National Council of State Boards of Nursing (NCSBN). Under the guidance and with the participation of its member Boards, NCSBN has developed psychometrically sound and legally defensible licensure examinations to measure the competencies needed to perform safely and effectively as an entry-level RNs or LPNs. The National Council Licensure Examination (NCLEX) is administered via computerized adaptive testing.

The Board is responsible for the administration of licensure examinations to graduates of registered and practical nursing programs. This testing program includes the administrative duties of determining candidate qualifications, processing applications for examination, securing qualified readers for disabled candidates in accordance with the Americans with Disabilities Act, soliciting and approving volunteer item writers and item reviewers, working closely with the national testing service and the local testing centers, evaluating and monitoring test sites, adhering to strict security measures, and receiving, processing and reporting examination results to individual candidates, schools of nursing, the State Department of Education and the State Board of Institutions of Higher Learning.

Licensure examinations are administered year-round in special testing centers equipped for computerized adaptive testing. This testing methodology allows candidates to schedule at their convenience at any of over 200 sites throughout the country and to receive results within two weeks of the examination. Mississippi has sites located in Jackson and Tupelo.

Mississippi's system of vocational and higher education provides education opportunities for potential nursing students throughout the state. Mississippi programs preparing LPNs are regulated and approved by the State Board of Community Colleges.. Mississippi programs preparing RNs are regulated and approved by the State Board of Institutions of Higher Learning.

Tables 9 and 10 include only those candidates educated in Mississippi who took the examination for the first time for licensure in Mississippi.

Table 9: Mississippi RN Graduate First Writes Who Applied for Mississippi Licensure

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY04	1081	938	87%	143	13%
FY05	1368	1191	87%	177	13%
FY06	1305	1157	89%	148	11%
FY07	1449	1281	88%	168	12%
FY08	1416	1200	85%	216	15%

Table 10: Mississippi LPN Graduate First Writes Who Applied for Mississippi Licensure

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY04	615	549	89%	66	11%
FY05	582	535	92%	47	8%
FY06	696	610	88%	86	12%
FY07	766	673	88%	93	12%
FY08	730	661	91%	69	9%

Tables 11 and 12 include first write candidates educated in Mississippi who took the examination for the first time regardless of in which state they sought licensure. The statistics in Tables 11 and 12 are based on calendar years.

Table 11: Mississippi RN Graduate First Writes Regardless of Where Licensure Requested

CALENDAR YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
2003	1092	946	87%	146	13%
2004	1299	1101	85%	198	15%
2005	1452	1275	88%	177	12%
2006	1511	1334	88%	177	12%
2007	1629	1421	87%	208	13%

Table 12: Mississippi LPN Graduate First Writes Regardless of Where Licensure Requested

CALENDAR YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
2003	639	556	87%	83	13%
2004	600	553	92%	47	8%
2005	630	557	88%	73	12%
2006	684	589	86%	95	14%
2007	686	614	90%	72	10%

Table 13 represents examination results for those LPN graduates who took the examination for licensure in Mississippi during FY 2008. Table 13 also reports examination results for candidates who completed an out-of-state LPN program and for candidates who completed a RN education program (foreign or domestic).

Table 13: LPN Examinations - FY08

PRACTICAL NURSE PROGRAMS	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Coahoma Community College	38	34	89%	9	4	44%
Copiah Lincoln Community College	35	35	100%	0	0	-
East Central Community College	47	44	94%	4	3	75%
East Mississippi Community College	1	1	100%	6	3	50%
Hinds Community College	99	87	88%	30	17	57%
Holmes Community College	58	53	91%	9	4	44%
Itawamba Community College	29	27	93%	0	0	-
Jones County Junior College	57	54	95%	8	4	50%
Meridian Community College	33	32	97%	1	1	100%
Mississippi Delta Community College	21	20	95%	3	1	33%
MS Gulf Coast Community College	91	83	91%	19	8	42%
Northeast MS Community College	46	42	91%	3	1	33%
Northwest MS Community College	92	84	91%	20	8	40%
Pearl River Community College	30	28	93%	9	3	33%
Southwest MS Community College	53	37	70%	20	7	35%
Sub-Total	730	661	91%	141	64	45%
Out-of-State Programs	24	20	83%	16	4	25%
Closed LPN Programs	0	-	-	0	-	-
Graduates of RN Programs	0	-	-	0	-	-
Graduates of Foreign Programs	3	0	100%	1	1	100%
Sub-Total	27	20	74%	17	5	29%
TOTAL	757	681	90%	158	69	44%

Table 14 represents examination results for those RN graduates who took the examination for licensure in Mississippi during FY 2008. Table 14 also reports examination results for candidates who completed an out-of-state or foreign RN program.

Table 14: RN Examinations - FY08

SCHOOLS OF NURSING	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Associate Degree Programs						
Alcorn State University	38	32	84%	8	6	75%
Coahoma Community College	0	-	-	6	2	33%
Copiah Lincoln Community College	26	19	73%	17	8	47%
East Central Community College	40	34	85%	16	8	50%
Hinds Community College	199	179	90%	30	15	50%
Holmes Community College	94	73	78%	24	16	67%
Itawamba Community College	78	66	85%	21	11	52%
Jones County Junior College	63	49	78%	17	11	65%
Meridian Community College	119	93	78%	31	16	52%
Mississippi Delta Community College	27	24	89%	3	3	100%
MS Gulf Coast Comm. Coll.	97	89	92%	15	8	53%
Mississippi University for Women	32	26	81%	7	5	71%
Northeast MS Community College	81	66	81%	27	11	41%
Northwest MS Community College	88	72	82%	28	12	43%
Pearl River Community College	47	41	87%	8	7	88%
Southwest MS Community College	41	33	80%	12	7	58%
Sub-Total	1070	896	84%	270	146	54%
Baccalaureate Programs						
Alcorn State University	34	28	82%	8	5	63%
Delta State University	23	21	92%	12	7	58%
Mississippi College	57	45	79%	12	7	58%
Mississippi University for Women	46	40	87%	2	2	100%
University of Mississippi Medical Center	76	70	92%	5	4	80%
University of Southern Mississippi	84	79	94%	7	5	71%
William Carey College	26	21	81%	5	4	80%
Sub-Total	346	304	88%	51	34	67%
Total Mississippi Schools	1416	1200	85%	321	180	56%
Other						
Out-of-State Programs	136	123	90%	110	49	45%
Foreign Programs	8	1	13%	11	4	36%
Sub-Total	144	124	86%	122	53	44%
TOTAL	1560	1324	85%	442	233	53%

INVESTIGATIVE and DISCIPLINARY

Allegations of violations of the Nursing Practice Law are made known to the Investigative Division from a variety of sources including self reporting nurses, patients, family members, co-workers, supervisors, anonymous calls and letters, the media and other boards of nursing. An allegation is reviewed to determine whether there is evidence of a violation of the Nursing Practice Law, whether the Board of Nursing has jurisdiction and whether there is sufficient information to support an investigation. The investigation includes data collection through medical record reviews, review of court records and interviews with the licensee or applicant for licensure and with witnesses. Cases may be referred to the Recovering Nurse Program when there is reason to believe the nurse may be practicing the profession while the ability to practice is impaired by either alcohol or mood altering substances or if the nurse has a physical, mental or emotional condition. Cases are closed when there is insufficient evidence to substantiate the allegations or if there is no violation of the Nursing Practice Law which warrants formal disciplinary action. If the findings of an investigation reveal evidence to support a formal action, the case is referred to the Disciplinary Division.

When investigations provide evidence of violations of the Nursing Practice Law, the Disciplinary Division will prepare cases for presentation to the Board. Some nurses are offered an opportunity to enter into agreed orders in lieu of appearing before the Board. If an agreed order is signed, the nurse admits to a violation of the Nursing Practice Law and agrees to disciplinary action. When agreed orders are rejected by the nurse, a disciplinary hearing is scheduled. Disciplinary hearings are conducted by a hearing panel consisting of three members of the Board. If the hearing panel determines that probable cause and sufficient legal evidence exist to believe that an applicant does not possess the qualifications required or that a licensee has violated any of the provisions of Mississippi Code of 1972, Annotated, §73-15-1, et seq., the hearing panel may refuse to issue a license to the applicant, or revoke, suspend, refuse to renew a license, or revoke or suspend the privilege to practice or otherwise discipline the licensee.

Table 15 depicts the activities of the Investigative and Disciplinary Divisions during FY 2008.

Table 15: FY 2008 Investigative and Disciplinary Statistics

ACTIVITY	FY08
Allegations Received	1156
Investigations Completed	1228
Referred for Action	359
Investigations Closed	869
Total Disciplinary Actions	466
Formal Hearings	123
Agreed Orders	207
Administrative Denials	18
RNP Admissions	94
RNP Relapse Admissions	17
Lapsed Reinstatements	7

The Health Insurance Portability and Accountability Act of 1996 established a national health care fraud and abuse data collection program for the reporting of final adverse actions against health care providers, suppliers or practitioners. The Healthcare Resources and Services Administration of the Department of Health and Human Services is responsible for oversight of the Healthcare Integrity and Protection Data Bank (HIPDB), as well as the National Practitioner Data Bank (NPDB). The National Council of State Boards of Nursing (NCSBN), serves as the reporting agent for many boards of nursing, including Mississippi.

RECOVERING NURSE PROGRAM - COMPLIANCE

The Recovering Nurse Program-Compliance (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or a physical, mental or emotional condition that renders the individual unsafe to practice. This program allows nurses to maintain licensure while receiving treatment and aftercare and being closely monitored by the Board through a structured agreed order. Nurses acknowledge violation of the law and voluntarily enter into a contractual probation agreement with the Board to restrict licensure for 12 - 60 months in lieu of a formal disciplinary hearing before the Board. Nurses in the RNP are allowed to practice nursing in highly supervised settings, and are closely monitored through a system of written monthly progress reports from the program participant, the treatment/aftercare team and the employer. All participants are required to furnish random drug screens as well as verification of required attendance at drug rehabilitation support groups such as Alcoholics Anonymous or Narcotics Anonymous. Additionally, the RNP staff conducts regular and frequent conferences with participants and makes site visits to employment and treatment settings. Table 16 depicts the activities of the RNP during FY 2008.

Table 16: RNP Activities

ACTIVITY	FY08
Conferences with Participants	1,616
Admissions	94
Readmissions	24
Completed RNP	21
Number in RNP at End of Fiscal Year	352
Admits Per 1000 Active Nurses	1.9

This division also monitors agreements resulting from disciplinary restriction of licenses (excluding Recovering Nurse Program participants). Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with Board orders. In FY 2008, an average of 226 individuals per month, including 123 restricted and 101 revoked licensees, submitted documentation.

NURSE LICENSURE COMPACT

Nurses who reside in another compact state who wish to practice in Mississippi will be given the privilege to practice rather than going through the endorsement process for a license. The general purposes of this compact are to:

- Facilitate the states' responsibilities to protect the public's health and safety;
- Ensure and encourage the cooperation of states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;
- Invest all states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of state licenses.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

The Mississippi Board of Nursing continued to be active in the National Council of State Boards of Nursing (NCSBN). The mission of NCSBN is to promote public policy related to safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its goals, NCSBN provides services and guidance to its members in performing their functions that regulate entry to nursing practice, continuing safe nursing practice, and nursing education programs. In addition to licensure examinations (NCLEX-RN and NCLEX-PN), NCSBN also assisted the Board of Nursing by providing services, research, and data in the areas of licensure, standards of practice, discipline, federal regulations, foreign-educated nurses, chemical dependency, nursing education and other regulatory and education issues. In FY 2008, Board members and staff participated in NCSBN activities as follows:

- Board members Dwayne Self, Emily Pharr and Cathy Williamson attended the Delegate Assembly meeting in Chicago, August 7-10, 2007
- Board members Dwayne Self and staff member Melinda Rush attended the NCSBN Midyear meeting in Chicago, March 2-5, 2008
- Board member Debbie Ricks served on the NCLEX Examination Committee
- Board member Cathy Williamson served on the APRN Advisory Committee
- Staff member Jane Tallant served on the Disciplinary Resources Advisory Panel
- Staff member Ann Ricks served on the TERCAP Committee

LIAISON AND INTER-AGENCY ACTIVITIES

Staff members presented a variety of educational sessions to over 2,100 individuals throughout Mississippi regarding the Board of Nursing, the Nursing Practice Law, nursing practice issues and chemical dependence among health professionals. Staff members assisted local, state and federal agencies in investigations of or related to nurses. They also represented the Board on committees and at meetings of other state and national agencies and organizations including the following:

- Mississippi Nurses Association
- Institutions of Higher Learning - Council of Deans and Directors
- Nursing Organization Liaison Committee
- Office of Nursing Workforce - Advisory Committee
- Office of Nursing Workforce - Barriers to Nursing Education Task Force
- Office of Nursing Workforce - HRSA Nurse Residency Advisory Committee
- Theta Beta Chapter of Sigma Theta Tau International Honor Society - Board of Directors
- University of Mississippi - Adjunct Faculty

MISSISSIPPI OFFICE OF NURSING WORKFORCE

History

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. Two of the major objectives identified were to develop and implement a systematic annual survey for nursing manpower needs and projections, and to develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the establishment of the Mississippi Office of Nursing Workforce is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce in sufficient numbers, and that successful nursing workforce development is dependent on each component of Mississippi's conceptual model. Listed below is a partial listing of the projects and initiatives reflective of the work of ONW and funded by various governmental or philanthropic entities.

Nursing Workforce Supply and Demand

ONW completed its tenth year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report is submitted annually to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, projected increase in demand, and turnover data. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing Survey, which includes faculty and student data. ONW compiles the SREB survey data and reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website, www.monw.org.

Mississippi Long Term Care Workforce Initiative

This project was funded in part by a grant awarded by the US Department of Labor and Employment and Training Administration. It is a “high growth” job training initiative for the long term care (LTC) sector of the health care industry. Match funder is the Mississippi Health Care Association providing student scholarships and other resources. The major elements of the LTC Initiative are as follows:

- 1) Recruitment campaign for middle and high school students
- 2) High school dual enrollment for licensed practical nurse program
- 3) Development of student/graduate workplace transition program
- 4) Student resource support via virtual student navigator, www.studentnavigator.org
- 5) Assess LTC workplace culture and recommend strategies for improvement
- 6) Provide continuing education for LTC staff and promote upward mobility via nursing clinical ladders

Jobs to Careers

This initiative is two separate grants that seek to advance and reward the skill and career development of frontline healthcare workers via work-based learning. The programs provide opportunities for training, certification, advancement, salary increase, title change and college credit. These grants are funded by the Mississippi Department of Employment Security and the Robert Wood Johnson and Hitachi Foundations. Hospital partners are Central Mississippi Medical Center, Mississippi Methodist Rehabilitation Center, MS Methodist Specialty Center, and St. Dominic Hospital. Education partner is Hinds Community College.

Mississippi Graduate Nurse Residency Program

The Mississippi Graduate Nurse Residency Program is funded by the Health Resources and Services Administration (HRSA) Nurse Education, Practice, and Retention Grant. The Residency Program is a structured six-month internship for new graduate nurses which addresses the transition from nursing education to competent nursing practice in a supportive, appropriately paced learning environment. Current participating hospitals are River Region Medical Center (Vicksburg), Delta Regional Medical Center (Greenville), Greenwood Leflore Hospital, and Northwest Regional Medical Center (Clarksdale). Outcome measures show increases in nurse recruitment, retention, job satisfaction, and diversity.

Partners Investing in Nursing's Future (PIN)

A recent national collaborative, led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, resulted in the development of grant opportunities entitled, *Partners Investing in Nursing's Future (PIN)*. These grants are offered to applicants who agree to act as catalysts in their respective communities to develop strategies needed for a stable, adequate nursing workforce, and develop solutions to address the nursing shortage through regional and local partnerships. The *Mississippi Critical Nursing Faculty Shortage Initiative* was selected as one of the first ten grantees to participate in the PIN project. Mississippi Department of Employment Security (MDES) is the match funder for the initiative. The goal of the project is to develop a multi-dimensional approach to increase and retain nursing faculty.

Accomplishments include the following:

- 1) Developed and implemented “Saving Nurses Saves Lives” public service campaign
- 2) Provided nursing shortage educational forum for hospitals and schools of nursing
- 3) Facilitated partnership development of collaborating schools and hospitals
- 4) Disseminated information on nursing faculty shortage and initiatives

- 5) Conducted research of nurses' and students' educator role intentions
- 6) Provided guidance and support for implementation of adjunct faculty projects
- 7) Developed www.iteachnursingMS.org to serve as recruitment and educational tool

Delta Health Alliance (DHA)

The Mississippi Office of Nursing Workforce (ONW) participates in the eighteen-county Health Resources and Services Administration (HRSA) grant awarded to the Delta Health Alliance (DHA) in Stoneville, MS. The *Healthcare Workforce Initiative* replicates proven workforce models to establish high school nurse mentorship programs which expose students to a career in nursing and student nurse externships that enhance recruitment and retention of Delta nurses. StudentMax™, www.monwplacement.org, is a clinical placement software program that has been implemented in central and Delta regions of the state and has proven effective in increasing student clinical capacity up to 23%.

High School Nurse Mentorship Academies

Bower Foundation

Spring 2007 marked the third year of the partnership between the Office of Nursing Workforce and The Bower Foundation. The two program sites are North Mississippi Medical Center (NMMC) and Mississippi Baptist Medical Center (MBMC). The additional partners with NMMC are the Healthcare Foundation of North Mississippi and Tupelo High School. Ridgeland High School and Hinds Community College are the additional partners with MBMC.

University of MS Medical Center Mentorship Programs

ONW partnered with the University of Mississippi Medical Center (UMMC) on the UMMC HRSA grant, "MS Institute for Improvement of Geographic Minority Health and Health Disparities" to offer two High School Nurse Mentorship Academies through Singing River Health Systems and Forrest General Hospital. Additional partners are Pascagoula High School, Key's Technology Center in Ocean Springs, Forrest County High School, Pearl River and MS Gulf Coast Community Colleges.

MS Department of Employment Security (MDES) Mentorship Programs

Mississippi Job Corps in Crystal Springs, MS, partnered with University of Mississippi Medical Center and Sonny Montgomery Veterans Memorial Hospital to offer the High School Nurse Mentorship Academy. Delta Regional Medical Center in Greenville partnered with T.L. Weston High School and Mississippi Delta Community College to offer the Mentorship Academy.